

EXHIBIT 4

CHARGE OF DISCRIMINATION		COMPLAINT/CHARGE NUMBER	
This form is affected by the Privacy Act of 1974; see Privacy Act Statement on reverse before completing this form.		MDCR # 387452 EEOC # <u>23A-2008-014130</u>	
MICHIGAN DEPARTMENT OF CIVIL RIGHTS and THE U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION			
NAME (Indicate Mr., Ms., Mrs.) Ms. Emily C. Kroll		HOME TELEPHONE NO. (Include Area Code) (231) 578-2447	
STREET ADDRESS, CITY, STATE AND ZIP CODE 221 East Spring Street, Whitehall, MI 49461			
Named is the employer, labor organization, employment agency, apprenticeship committee, state or local government agency who discriminated against me.			
NAME White Lake Ambulance Authority		# EMPL/MEMBERS 30	TELEPHONE NO. (Include Area Code) (231) 894-4306
STREET ADDRESS, CITY, STATE AND ZIP CODE 119 S. Baldwin St., Whitehall, MI 49461			
CAUSE OF DISCRIMINATION BASED ON Sex		DATE OF MOST RECENT OR CONTINUING DISCRIMINATION April 28, 2008	
<p>I, a woman, believe I was subjected to other terms and conditions of employment, most recently on or about 04/21/2008, and terminated on 04/28/2008 due to my sex.</p> <p>I began working for the respondent in September 2003, most recently as an EMT specialist.</p> <p>Other terms & conditions 04/21/2008 Sex</p> <p>On or about 04/21/2008, the respondent owner, male, requested that I go to counseling for exhibiting immoral behavior on personal time, including dating a married man who also works for the respondent. I am not aware that the married respondent male employee that I dated was required to seek counseling.</p> <p>Discharge 04/28/2008 Sex</p> <p>On or about 04/21/2008, the respondent owner, male, requested that I go to counseling for exhibiting immoral behavior on personal time, including dating a married man who also works for the respondent. As of 04/28/2008, I had not completed counseling as requested, and I was terminated for alleged immoral behavior. I was told that if I sought counseling, I could have my job back. I am not aware that the married male respondent employee I dated was discharged for his conduct.</p> <p>This complaint is based on the following law: Elliott-Larsen Civil Rights Act No 453, Public Act of 1976, as amended Title VII, US Civil Rights Act of 1964, as amended</p>			
I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. I declare under penalty of perjury that the foregoing is true and correct. I also want this charge filed with the EEOC. I will advise the agencies if I change my address or telephone number, and I will cooperate fully with them in the processing of my charge in accordance with their procedures.		NOTARY (When necessary to meet State and Local Requirements) <i>Jolene Rae Maresca</i> SUBSCRIBED AND SWORN BEFORE ME THIS DATE (Day, month and year) <u>27th of May 2008</u> Commissioned in <u>Muskegon</u> County Acting in <u>Muskegon</u> County Commission expires <u>3/31/2012</u>	
Date <u>5-27-08</u> Signature of Charging Party / Claimant <i>Emily C. Kroll</i>			